



SCOTTISH EXECUTIVE

Health Department
Human Resources Directorate

Dear Colleague

**PAY AND CONDITIONS OF SERVICE:
REMUNERATION OF HOSPITAL MEDICAL AND
DENTAL STAFF AND DOCTORS IN PUBLIC HEALTH
MEDICINE AND THE COMMUNITY HEALTH SERVICE**

THIS CIRCULAR INCLUDES:

- A. INCREASES TO NATIONAL SALARY SCALES
2002/3**
- B. CHANGES TO THE NUMBER OF
INCREMENTAL POINTS FOR STAFF GRADE
PRACTITIONERS**
- C. CHANGES TO THE NUMBER OF
INCREMENTAL POINTS FOR SENIOR HOUSE
OFFICER PRACTITIONERS**

Summary

1. This circular authorises changes with effect from 1 April 2002 in the national terms and conditions of service of hospital medical and dental staff and doctors in public health medicine and the community health service. The pay increase is 3.6% and will be paid in full as from 1 April 2002.
2. Revised rates of Intensity Supplements for consultants are introduced with effect from 1 April 2002.

29 March 2002

Addresses

For action

Chief Executives, NHS Trusts and
Boards

General Manager, Common Services
Agency

General Manager, State Hospitals
Board for Scotland

Executive Director, Scottish Council
for Postgraduate Medical and Dental
Education

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Action

3. Trusts and Health Boards are required to:
 - make the necessary arrangements to pay the salaries and fees notified in the Appendices from 1 April 2002 as appropriate;
 - notify former employees of any arrears of pay or expenses due to them; where their current address is in doubt, enquiries should be made to confirm it so that payment can be made;
 - notify Scottish Public Pensions Agency of any increase in superannuable remuneration and contributions arising from the payment of arrears to former employees;
 - pay the revised rates for Intensity Supplements for consultants effective from 1 April 2002.

4. Details of what is required are set out below in the attached annexes and appendices.

Yours sincerely

MICHAEL PALMER
Assistant Director of Human Resources (Policy)



DIRECTION

Scottish Ministers, in exercise of the powers conferred on them by section 105(7) of, and paragraph 5 of Schedule 1 and paragraph 7 of Schedule 5 to, the National Health Service (Scotland) Act 1978, hereby give to Health Boards and Trusts and to the Common Services Agency the following Direction:

Hospital medical and dental staff and doctors in public health medicine and the community health service shall be paid the appropriate rates relating thereto which were approved by Scottish Ministers on 29 March 2002 in NHS Circular PCS(DD)2002/2 with effect from 1 April 2002.

MICHAEL PALMER
Assistant Director of Human Resources (Policy)

Scottish Executive
Health Department
St Andrew's House
EDINBURGH
EH1 3DG
29 March 2002



**NATIONAL HEALTH SERVICE, SCOTLAND
APPROVAL OF REMUNERATION AND CONDITIONS OF SERVICE**

Scottish Ministers, in exercise of the powers conferred on them by regulations 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 hereby approve the agreement of the Joint Negotiating Committee for Hospital Medical and Dental Staff and the Joint Negotiating Body for Doctors in Public Health Medicine and the Community Health Service to the amendments to the Handbook of the Terms and Conditions of Service for Hospital Medical and Dental Staff and to the Handbook of the Terms and Conditions of Service for Doctors in Public Health Medicine and the Community Health Service set out in Appendices I, II and IV of Annex A to the NHS Circular PCS(DD)2002/2 dated 29 March 2002.

This approval has effect from 1 April 2002.

MICHAEL PALMER
Assistant Director Human Resources (Policy)

Scottish Executive
Health Department
St Andrew's House
EDINBURGH
EH1 3DG
29 March 2002

A. INCREASES TO NATIONAL SALARY SCALES FOR 2002/03

Local Pay

1. A number of Trusts adopted the system of transitional local pay for hospital consultants set out in NHS Circular PCS(DD)1995/2. In such cases the parties should negotiate locally on the level of increases for 2002/2003 taking into account the settlement for staff on national terms and conditions of service.

Accommodation for Doctors in Training

2. Following negotiations in the Joint Negotiating Committee (Juniors) for Hospital Medical and Dental Staff, agreement was reached on an amendment to Terms and Conditions of Service as a result of the publication of HDL(2000)50. The amendment detailed in NHS Circular PCS(DD)2001/10 requires Trusts to provide accommodation free of charge to doctors in training if specified minimum standards are not met. Trusts are reminded that once accommodation has been formally inspected and where minimum standards have not been met, accommodation must be provided free of charge until deficiencies are rectified.

B. EXTRA INCREMENTAL POINT FOR STAFF GRADE PRACTITIONERS

3. For staff grade practitioners, an extra incremental point will be added to the top of the non-discretionary scale, which is accessible in the same way as current incremental points.

C. EXTRA INCREMENTAL POINT FOR SENIOR HOUSE OFFICER GRADE PRACTITIONERS

4. An extra incremental point will be awarded to the Senior House Officer Grade. This will be awarded automatically except in cases of unsatisfactory performance (see twenty-eighth report of the DDRB, chapter 3). The additional point means Locum pay is now based on point four of the scale.

ANNEX B

1. The changes which are set out in the attached appendices give effect to the recommendations of the Review Body on Doctors' and Dentists' Remuneration and the agreements reached with the Joint Negotiating Committee.
2. The changes set out in the Amendments and Appendices have been approved by Scottish Ministers under Regulation 2 and 3 of the National Health Service (Remuneration and Conditions of Service) (Scotland) Regulations 1991 (SI 1991 No 537) following consultations with representatives of the profession.
3. The rates in the Appendices I and II and IV replace those in the Appendices of NHS Circular No PCS(DD)2001/5 There is no Appendix III.
4. The use of Appendix IV is simply to correspond with the Appendix number in the TCS handbook.
5. The Amendments detailed in the appendices to this circular form Amendment No 21 to the handbook of Terms and Conditions of Service of Hospital Medical and Dental Staff (Scotland) and No 39 to the handbook of the Terms and Conditions of Service for Doctors in Public Health Medicine and the Community Health Service (Scotland).
6. The existing Appendices I and IV of the hospital medical and dental terms and conditions handbook should be removed and replaced by Appendices I and IV to this Circular.
7. The existing Appendix I to the terms and conditions of service for doctors in public health medicine and the community health service should be removed and replaced by Appendix II to this circular which subsequently should be re-numbered Appendix I for insertion into the handbook.
8. All these amendments should be entered in the respective amendment record sheets.

APPENDIX 1

RATES OF PAY EFFECTIVE FROM 1 APRIL 2002

TERMS AND CONDITIONS OF SERVICE OF HOSPITAL MEDICAL AND DENTAL STAFF

1. BASIC RATES OF PAY PER ANNUM

Grade	Minimum (rate of pay where There is no scale)	Incremental points								
		1st	2 nd	3rd	4th	5 th	6th	7th	8th	9 th
Consultant	52,640	56,470	60,300	64,130	68,505	-	-	-		
Senior Hospital Medical or Dental Officer	54,290	-	-	-	-	-	-	-		
Associate Specialist	31,210	34,610	38,010	41,410	44,810	48,210	52,705	56,105		
Staff Grade Practitioner	28,150	30,455	32,760	35,065	37,370	39,675	41,980	-		
Staff Grade Practitioner ¹	28,150	30,455	32,760	35,065	37,370	39,675 ²	41,980 ³	44,285 ³	46,590 ³	48,895 ³
Senior Registrar	29,850	31,435	33,020	34,605	36,190	37,775	-	-		
Registrar	25,920	27,230	28,540	29,850	31,435	-	-	-		
Specialist Registrar	25,920	27,230	28,540	29,850	31,435	33,020	34,605	36,190 ⁴	37,775 ⁴	
Senior House Officer	23,190	24,745	26,300	27,855	29,410	30,965 ⁴	32,520 ⁴	-		
House Officer	18,585	19,780	20,975	-	-	-	-	-		
House Officer with provisional registration	18,585	19,780	-	-	-	-	-	-		

¹ This pay scale refers to Staff Grade Practitioners employed under the new terms and conditions outlined in NHS Circular PCS(DD)1997/5

² New incremental point, see thirty-first report, Chapter 7, paragraph 7.68

³ Discretionary, see twenty-seventh report, Chapter 2, paragraph 2.34

⁴ To be awarded automatically except in cases of unsatisfactory performance

2. PART-TIME HOSPITAL DOCTORS PROVIDING LIMITED SPECIALIST SERVICES

Payment Per Session Per Annum		
Minimum	£	Point I
4,785		5,135

3. BASIC RATES OF PAY PER SESSION FOR PART-TIME APPOINTMENTS

Grade	Minimum	Incremental points					
		1st	2nd	3rd	4th	5th	6th
Hospital Practitioner	3,760	3,975	4,190	4,405	4,620	4,835	5,050

4. (a) DISCRETIONARY POINTS FOR CONSULTANTS*

1	2	3	4	5	6	7	8
2,745	5,490	8,235	10,980	13,725	16,470	19,215	21,960

* Guidance on the application of discretionary points for consultants is contained in NHS Circular PCS(DD)1995/6 and the 12 January 2000 guidance "Discretionary Points for Consultants".

4. (b) DISTINCTION AWARDS FOR CONSULTANTS*

A+ awards	£65,080
A awards	£47,955
B awards	£27,405

4. (c) INTENSITY SUPPLEMENTS FOR CONSULTANTS

	Payable each	Rate (£)
Daytime Intensity Supplement	year	1,080
Out of Hours Intensity:		
Band 1 (low intensity)	year	810
Band 2 (medium intensity)	year	1,620
Band 3 (high intensity)	year	2,425

5. GENERAL MEDICAL PRACTITIONERS HOLDING CONTRACTS UNDER PARAGRAPHS 87-93 OF THE TERMS AND CONDITIONS OF SERVICE

Paragraph	Nature of Fee, Charge or Allowance	Rate
	STAFF FUND	£
88	Payment for each eligible bed:	548.10
91(a)	Payment for provision of a casualty service:	
	higher rate:	6,760.00
	lower rate:	3,380.00
	12 hours per day Mon-Fri	2,415.00
91(b)	Payment for each notional half-day of clinical work per week:	3,845.00
"	Payment for one hour or less of clinical work per week:	1,023.05
"	Payment for more than one hour, but not more than 2 hours of clinical work per week	2,046.10
93	Payment for each casualty seen, where number is less than 200 per annum	22.10

Paragraph 21A Banding Supplements⁵

Practitioners in Training Grades: Senior Registrar, Registrar, Specialist Registrar, Senior House Officer and House Officer

	BAND					
	1C	1B	1A	2B	2A	3
From 1 December 2000	1.2	1.3	1.42	1.42	1.5	1.62
From 1 December 2001	1.2	1.3	1.42	1.42	1.6	1.7
From 1 December 2002	1.2	1.4	1.5	1.5	1.8	2.0

⁵ NHS Circular PCS(DD)2001/3 and HDL(2000)17

Total salaries for full-time training posts from 1 April 2002 (note that from 1 December 2002 these will alter to reflect changes in banding supplements – see previous page, paragraph 21a)

Grade	Point	Basic Salary	+ 20% Band 1C	+ 30% Band 1B	+ 42% Bands 1A & 2B	+ 60% Band 2A	+ 70% Band 3
PRHO	Min	18,585	22,302	24,161	26,391	29,736	31,595
PRHO	1	19,780	23,736	25,714	28,088	31,648	33,626
PRHO	2	20,975	25,170	27,268	29,785	33,560	35,658
SHO	Min	23,190	27,828	30,147	32,930	37,104	39,423
SHO	1	24,745	29,694	32,169	35,138	39,592	42,067
SHO	2	26,300	31,560	34,190	37,346	42,080	44,710
SHO	3	27,855	33,426	36,212	39,554	44,568	47,354
SHO	4	29,410	35,292	38,233	41,762	47,056	49,997
SHO	5*	30,965	37,158	40,255	43,970	49,544	52,641
SHO	6*	32,520	39,024	42,276	46,178	52,032	55,284
SpR	Min	25,920	31,104	33,696	36,806	41,472	44,064
SpR	1	27,230	32,676	35,399	38,667	43,568	46,291
SpR	2	28,540	34,248	37,102	40,527	45,664	48,518
SpR	3	29,850	35,820	38,805	42,387	47,760	50,745
SpR	4	31,435	37,722	40,866	44,638	50,296	53,440
SpR	5	33,020	39,624	42,926	46,888	52,832	56,134
SpR	6	34,605	41,526	44,987	49,139	55,368	58,829
SpR	7*	36,190	43,428	47,047	51,390	57,904	61,523
SpR	8*	37,775	45,330	49,108	53,641	60,440	64,218

* Awarded automatically except in cases of unsatisfactory performance

Total salaries for flexible trainees working less than 40 hours per week⁶ from 1 April 2002

Grade	Point	Basic Salary	+ 5% Band FB	+ 25% Band FA
PRHO	Min	18,585	19,514	23,231
PRHO	1	19,780	20,769	24,725
PRHO	2	20,975	22,024	26,219
SHO	Min	23,190	24,350	28,988
SHO	1	24,745	25,982	30,931
SHO	2	26,300	27,615	32,875
SHO	3	27,855	29,248	34,819
SHO	4	29,410	30,881	36,763
SHO	5*	30,965	32,513	38,706
SHO	6*	32,520	34,146	40,650

⁶ All except those in Band FC receive the full base salary and supplement for the appropriate pay band with no pro rata reduction

SpR	Min	25,920	27,216	32,400
SpR	1	27,230	28,592	34,038
SpR	2	28,540	29,967	35,675
SpR	3	29,850	31,343	37,313
SpR	4	31,435	33,007	39,294
SpR	5	33,020	34,671	41,275
SpR	6	34,605	36,335	43,256
SpR	7*	36,190	38,000	45,238
SpR	8*	37,775	39,664	47,219

Band FC salaries are calculated on a pro rata basis i.e. basic salary x hours of duty / 40

* Awarded automatically, except in cases of unsatisfactory performance

6. MEDICAL PRACTITIONERS EMPLOYED UNDER PARAGRAPH 94 AND GENERAL DENTAL PRACTITIONERS EMPLOYED UNDER PARAGRAPH 105 OF THE TERMS AND CONDITIONS OF SERVICE

Practitioners who also provide General Medical or Dental Services under Part II of the NHS (Scotland) Act 1978 £3,845 a year per weekly notional half-day up to a maximum of £34,605 a year (ie for 9 sessions). In accordance with NHS 1989(PCS)4, new appointments are restricted to 5 notional half-days.

Where the number of hours per week is not more than 2:-

1 hour or less	£ 1,023.05 a year;
over 1 hour, but not more than 2 hours: (ie twice the hourly rate)	£ 2,046.10 a year.

7. PAYMENT UNDER PARAGRAPH 104 OF THE TERMS AND CONDITIONS OF SERVICE FOR OCCASIONAL WORK IN THE BLOOD TRANSFUSION SERVICE

£20.85 per hour or part of an hour with a maximum of £62.55 per session (ie 3 times the hourly rate)

8. LOCUM TENENS APPOINTMENTS

a.

	£ Rate per week	£ Rate per notional half-day or session
A consultant who has retired and who before retirement was paid at the scale maximum current at time of retirement.	1,317.25	119.75
Other Consultants	1,189.65	108.15
Associate Specialists, Senior Hospital Medical or Dental Officer	826.65	75.15
Part-time Medical Officer or General Dental Practitioner (paras 94 and 105)		74.40
Hospital Practitioner Staff Grade	672.00	83.95
		67.20

House Officer, Senior House Officer, Specialist Registrar, Registrar & Senior Registrar:

Band	Working Arrangement	Supplement
LA	Outside Monday to Friday 9am to 5pm for shift working patterns	1.62 x basic hourly rate*
LB	Outside Monday to Friday 9am to 5pm for on-call working patterns	1.42 x basic hourly rate*
LC	Monday to Friday 9am to 5pm for all working patterns	1.2 x basic hourly rate*
LL	Covering a post for one week or more	1.2 x total salary (basic salary* + banding supplement)

* Mid point of the grade salary scale

b. Hourly Rates (£): Bands LA, LB, and LC

	LC	LB	LA
HO	11.39	13.47	15.36
SHO	16.03	18.96	21.64
SpR	18.09	21.41	24.42

Weekly Rates (£): Band LL

	No Supplement	1C	1B	1A	2B	2A	3
HO	455.20	546.25	591.75	646.40	646.40	728.35	773.85
SHO	641.05	769.25	833.35	910.30	910.30	1,025.65	1089.80
SpR	723.45	868.10	940.50	1027.30	1027.20	1,157.50	1,229.85

Junior doctors in Locum Appointment for Service (LAS) posts are to be paid under the banding system above.

Junior doctors in Locum Appointment for Training (LAT) are excluded from this arrangement.

FEES AND ALLOWANCES FORMING PART OF THE TERMS AND CONDITIONS OF SERVICE

9. SENIOR HOSPITAL MEDICAL OR DENTAL OFFICERS OCCUPYING A POST GRADED AS CONSULTANT

Allowance of £7,055 per annum.

10. MEDICAL SUPERINTENDENT OF PSYCHIATRIC HOSPITAL

Allowance under paragraph 49 of the Terms and Conditions of Service:

£4,310 per annum.

11. ASSOCIATE SPECIALISTS DISCRETIONARY POINTS*

1	2	3	4
2,105	4,210	6,315	8,420

* Guidance on the application of discretionary points for associate specialists is contained in NHS Circular PCS(DD)1996/1

12. LECTURE FEE FOR POSTGRADUATE MEDICAL EDUCATION

The fee for lecturers to medical and dental staff payable under paragraph 166 of the Terms and Conditions of Service shall be £63.00.

13. FEES FOR LECTURES TO NURSES ETC

The fees for lectures to nurses and other non-medical and non-dental staff under paragraph 165 of the Terms and Conditions of Service shall be:-

Consultants	£ 49.85
Senior Hospital Medical and Dental Officers Associate Specialists, Senior Registrars, Specialist Registrars at incremental point 3 or above, practitioners holding appointments under paragraph 94 and Hospital Practitioners	39.60
Other grades	29.20

14. DOMICILIARY CONSULTATIONS

The domiciliary consultation fees shall be as follows:

Standard rate	£68.65
Intermediate rate	£34.30
Lower rate	£17.20

The overall maximum payable for a series of visits in connection with anti-coagulant therapy or the use of cytotoxic drugs shall be £205.95.

15. EXCEPTIONAL CONSULTATION

The fee payable to a consultant under paragraph 155 of the Terms and Conditions of Service shall be £128.70.

The fee payable to a general practitioner under paragraph 157 shall be £42.40.

16. RADIOLOGY AND PATHOLOGY TESTS

The fee payable under paragraph 32b shall be £3.00.

17. COMPLETION OF FORM BP1

The fee payable to a consultant under paragraph 145 of the Terms and Conditions of Service (not the fee under NHS Circular No 1986(PCS)33) shall be:

Combined fee for completion of Form BP1	- £104.75
For re-examination (provided previous form BP1 available)	- £89.50

MILEAGE ALLOWANCES (Paragraphs 277 to 306) effective from 1 July 2000

1. Public Transport Rate

23p per mile

2. Regular User Rates

Motor cars with 3 or 4 wheels*

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Lump Sum	(£)	399	475	580	580
Up to 9000 miles	(p)	27.0	33.5	40.0	40.0
9001 to 15000	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

3. Standard Rates

Motor cars with 3 or 4 wheels*

Engine capacity	(cc)	501 to 1000	1001 to 1500	1501 to 2000	Over 2000
Up to 3500 miles	(p)	34.0	43.0	53.0	53.0
3501 to 9000 miles	(p)	23.0	28.2	33.5	41.0
9001 to 15000	(p)	16.5	19.7	22.7	25.5
Thereafter	(p)	16.2	18.3	20.5	20.5

4. Other Motor Vehicles**

			Up to 125	Over 125
Engine Capacity	(cc)	up to 5,000 miles	16.2	25.3
Rate per mile	(p)	Over 5,000 miles	6.1	9.0

5. Passenger allowance

Each passenger: 2.0p per mile.

6. Pedal Cycles

6.2p per mile

* a practitioner using a 4-wheeled motor car under 501cc shall be paid at the rates for cars of 501 to 1000cc.

** includes motor cycles and combinations, motor scooters, mopeds and motor-assisted bicycles.

TABLE 5: CROWN CARS (Paragraphs 305 to 309)

CHARGES FOR PRIVATE USE OF ALLOCATED CROWN CARS WITH EFFECT FROM THE DATE ON WHICH THIS AGREEMENT COMES INTO OPERATION

A. The current rates of: £
Road Fund Licence eg 155
Insurance for private use:* eg 88
(National Call-off contract)

Including cover for private practice use: eg 128
Handling Charge 95

B. Fixed Annual Charge per 1,000 private miles (for each year of the contract or notional contract), determined as follows:

(Cost of Contract Hire at) - (cost of Contract hire at)

(Maximum quoted mileage - minimum quoted mileage)
1000

Plus total excess costs for non-base vehicle, where appropriate.

Plus VAT on total charge to practitioner (A+B)

NB: Where the cost to the employing authority of hiring the car includes Road Fund Licence and/or Insurance, these items should be extracted and the net cost used in calculating the charge per 1,000 miles.

* Crown cars, while used solely on NHS business, do not require to be taxed or insured for the purposes of the Road traffic Act 1972; any private mileage requires that the vehicle be taxed and insured.

**TERMS AND CONDITIONS OF SERVICE OF DOCTORS IN PUBLIC HEALTH
MEDICINE AND THE COMMUNITY HEALTH SERVICES**

RATE OF PAY EFFECTIVE FROM 1 APRIL 2002

**1a CHIEF ADMINISTRATIVE MEDICAL OFFICER AND DIRECTORS OF
PUBLIC HEALTH: SUPPLEMENTS**

Band B		Areas of 450,000 population and over		
	Minimum	Maximum	Exceptional Maximum	
	£	£	£	
	4,395	8,805	11,355	
Band C		Areas of 250,000 to 449,999 population		
	3,675	7,325	8,805	
Band D		Areas of 50,000 to 249,999 population		
	2,930	5,860	7,325	
Island Health Boards				
	1,475	2,930	-	

1b CHIEF ADMINISTRATIVE MEDICAL OFFICERS AND DIRECTORS OF PUBLIC HEALTH: SALARY RANGES

(ie £68,505) (the maximum of the consultant in public health medicine salary scale) plus a supplement from within the minima and maxima of the ranges set out in paragraph 1(a) above)

Band B	Areas of 450,000 population and over		
	Minimum	Maximum	Exceptional Maximum
	£	£	£
	72,900	77,310	79,860
Band C	Areas of 250,000 to 449,999 population		
	72,180	75,830	77,310
Band D	Areas of 50,000 to 249,999 population		
	71,435	74,365	75,830
Island Health Boards	69,980	71,435	-

2. CONSULTANT IN PUBLIC HEALTH MEDICINE

	Incremental Points £			
Minimum	1	2	3	4
	52,640	56,470	60,300	64,130
				68,505

3. SPECIAL SALARY SCALE

Incremental Points £							
Minimum	1	2	3	4	5	6	7
38,440	41,070	43,695	46,325	48,955	51,590	54,220	56,845

4. TRAINEES IN PUBLIC HEALTH MEDICINE (SENIOR REGISTRAR AND REGISTRAR)

Incremental Points £								
Minimum	1	2	3	4	5	6	7 ¹	8 ¹
25,920	27,230	28,540	29,850	31,435	33,020	34,605	36,190	37,775

4a. SPECIALIST REGISTRAR IN PUBLIC HEALTH MEDICINE

Incremental Points £								
Minimum	1	2	3	4	5	6	7 ¹	8 ¹
25,920	27,230	28,540	29,850	31,435	33,020	34,605	36,190	37,775

¹ To be awarded automatically except in cases of unsatisfactory performance

5. CLINICAL MEDICAL OFFICERS IN THE COMMUNITY HEALTH SERVICES

a. Senior Clinical Medical Officer

Incremental Points £							
Minimum	1	2	3	4	5	6	7
38,425	40,815	43,205	45,595	47,985	50,375	52,765	55,155

b. Clinical Medical Officer

Incremental Points £							
Minimum	1	2	3	4	5	6	7
26,930	28,435	29,940	31,445	32,950	34,455	35,960	37,465

6. SENIOR HOUSE OFFICER

Incremental Point £						
Minimum	1	2	3	4	5	6
23,190	24,745	26,300	27,855	29,410	30,965*	32,520*

* To be awarded automatically except in cases of unsatisfactory performance

7. PROTECTED SALARIES

Former Regional Hospital Board administrative medical staff salary scales for former RHB administrative medical officers not appointed to consultant in public health medicine posts have been increased with effect from 1 April 2002. These are set out below as they apply to Scotland.

- a. Principal Assistant Senior Medical Officer - £61,650
- b. Assistant Senior Medical officer - £55,950

8. FORMER MEDICAL OFFICERS OF HEALTH

a. The salaries of former Medical Officers of Health on protected salaries will be increased with effect from 1 April 2002 as follows:

<u>Population Group</u>	<u>Range of Minimum Salaries</u>	
		£
Up to 100,000	43,595	- 59,430
100,001 - 200,000	58,495	- 67,300
200,001 - 400,000	65,935	- 72,535
400,001 - 600,000	70,190	- 77,890

Over 600,000: an addition of 3.6% to salaries effective from 1 April 2002 rates rounded to the nearest multiple of £5.

The annual increments have been consolidated into each range so that the salaries shall correspond to the maxima of the scales used previously.

b. Allowances payable depending on number of appointments held:

<u>Appointments</u>	<u>Allowance</u>
2	£3,110
3	£4,080
4 or more	£4,625

c. In all cases salaries should be rounded to the nearest multiple of £5 to provide for equal monthly instalments.

9. LOCUM CONSULTANT IN PUBLIC HEALTH MEDICINE

With reference to paragraph 95 of the Terms and Conditions of Service the remuneration of a locum consultant in public health medicine has been increased to £1,189.65 a week if engaged on a whole-time basis, and pro-rata to the whole-time rate if engaged part-time. Where the locum is a consultant in public health medicine who has retired and was paid at the maximum of the scale at the time of retirement the rate shall be £1,317.25 a week.

10. FEES FOR LECTURES

With reference to paragraph 143 of the Terms and Conditions of Service fees for lectures to nurses and other non-medical and non-dental staff payable under paragraph 143 have been increased from 1 April 2002 as follows:

i. For lectures given by consultants in public health medicine £49.85

- ii. For lectures given by doctors holding appointments under paragraph 9, senior clinical medical officers and senior medical officers (community - medicine). For lectures given by trainees in public health medicine (senior registrars) undergoing higher specialist training £39.60
- iii. For lectures given by other doctors £29.20

The fee for a lecture on a professional subject to a group of doctors and/or dentists under paragraph 144 of the Terms and Conditions of Service has been increased to £63.00.

11. (a) **DISTINCTION AWARDS**

The rates for awards and the provisions relating to their application to consultants in public health medicine under paragraph 9 of the Terms and Conditions of Service are unchanged. The value of awards has been increased as follows:-

- i. Class A+ Award £65,080
- ii. Class A Award £47,955
- iii. Class B Award £27,405

11. (b) **DISCRETIONARY POINTS**

1	2	3	4	5	6	7	8
2,745	5,490	8,235	10,980	13,725	16,470	19,215	21,960

11. (c) **INTENSITY SUPPLEMENTS FOR CONSULTANTS**

	Payable each	Rate (£)
Daytime Intensity Supplement	year	1,080
Out of Hours Intensity:		
Band 1 (low intensity)	year	810
Band 2 (medium intensity)	year	1,620
Band 3 (high intensity)	year	2,425

12. **EMERGENCY ROTA ALLOWANCES**

The emergency rota allowances for out-of-hours responsibility for environmental health and communicable diseases control payable to public health doctors should be at the following rates:

<u>Duties per half year</u>	<u>Allowances per half-year</u>
4-11	150
12-17	300
18-23	450
24-29	600
30-35	750
36-41	900

42-47	1,050
48-53	1,200
54-59	1,350
60-65	1,500
66-71	1,650
72 or more	1,800

13. SUPPLEMENTS TO TRAINEES

Banding supplements for trainees in Public Health Medicine in Registrar, Specialist Registrar, Senior Registrar and Senior House Officer grades

Grade	Point	Basic Salary	+20% Band 1C	+30% Band 1B	+42% Bands 1A & 2B	+60% Band 2A	+70% Band 3
SHO	Min	23,190	27,828	30,147	32,930	37,104	39,423
SHO	1	24,745	29,694	32,169	35,138	39,592	42,067
SHO	2	26,300	31,560	34,190	37,346	42,080	44,710
SHO	3	27,855	33,426	36,212	39,554	44,568	47,354
SHO	4	29,410	35,292	38,233	41,762	47,056	49,997
SHO	5*	30,965	37,158	40,255	43,970	49,544	52,641
SHO	6*	32,520	39,024	42,276	46,178	52,032	55,284
SpR	Min	25,920	31,104	33,696	36,806	41,472	44,064
SpR	1	27,230	32,676	35,399	38,667	43,568	46,291
SpR	2	28,540	34,248	37,102	40,527	45,664	48,518
SpR	3	29,850	35,820	38,805	42,387	47,760	50,745
SpR	4	31,435	37,722	40,866	44,638	50,296	53,440
SpR	5	33,020	39,624	42,926	46,888	52,832	56,134
SpR	6	34,605	41,526	44,987	49,139	55,368	58,829
SpR	7*	36,190	43,428	47,047	51,390	57,904	61,523
SpR	8*	37,775	45,330	49,108	53,641	60,440	64,218

* To be awarded automatically except in cases of unsatisfactory performance

(From 1 December 2000, no supplement is payable to trainees in public health medicine for out-of hours commitments. Trainees receive the banding supplement applicable to their hours and working arrangements)

14. ADVISORY APPOINTMENTS COMMITTEE

The fees payable to practitioners appointed to serve as members of Advisory Appointments Committees have been increased to £107.45 for a whole day and £53.70 for a half-day.

APPENDIX IV

FEES AND ALLOWANCES NOT FORMING PART OF THE TERMS AND CONDITIONS OF SERVICE

1. FAMILY PLANNING FEES

The fees for family planning work are increased with effect from 1 April 2002 as follows:

	Operating Fee	Anaesthetists Fee
i. Fee per case of male sterilisation performed		
a. as a separate procedure	£98.65	£48.70
b. during the course of another procedure	£66.70	£32.25
ii. Fee per case of female sterilisation performed		
a. as a separate procedure	£133.40	£65.15
b. during the course of another procedure	£89.20	£43.40
iii. Fee for the reversal of male sterilisation	£151.70	£75.80
iv. Fee for the reversal of female sterilisation	£212.20	£106.30
v. Fee per case for the insertion or removal (on family planning grounds) of an intra-uterine contraceptive device:		
a. as a separate procedure	£66.70	£48.70
b. during the course of another procedure	£44.15	£32.25
c. where removal of a misplaced device involves laparoscopy or laparotomy	£221.20	£106.30
vi. Fee per case for examination and report on pathological specimens referred in connection with NHS family planning cases		£18.25
vii. Fee per case for radiological services provided in connection with NHS family planning cases		£18.25
viii. Fee per notional half-day special family planning session		£113.45

OTHER FEES

2. ADVISORY APPOINTMENTS COMMITTEES

The fees payable to practitioners appointed to serve as members of Advisory Appointments Committees have been increased to £107.45 for a whole day and £53.70 for a half-day.

3. PERIPHERAL ALLOWANCES

Existing allowances for designated training grade posts approved by Scottish Ministers at annual rates of £1,964.75, £1,472.45 and £978.90 shall be increased to £2,035.50, £1,525.45 and £1,014.15. NHS Boards are reminded that the Department should be consulted whenever such a post falls vacant.

4. MANAGEMENT FEES

The maximum fee for a clinician acting as a medical member of a unit management team shall be increased to £6,175 per annum.

ADDENDUM TO NHS CIRCULAR PCS(DD)2002/2

PAY AND CONDITIONS OF SERVICE: REMUNERATION OF HOSPITAL MEDICAL AND DENTAL STAFF AND DOCTORS IN PUBLIC HEALTH MEDICINE AND THE COMMUNITY HEALTH SERVICE

Clarification of Changes to Incremental Points for Staff Grades and Senior House Officers

1. Changes to the number of incremental points for Staff Grade Practitioners

Staff Grade

- practitioners who at 31 March 2002 had been paid on the non-discretionary point of the SG scale for more than twelve months should move on 1 April 2002 to the new non-discretionary maximum
- those with less than twelve months service on that point should move to the new non-discretionary maximum on their normal incremental date
- practitioners with one, two three or four discretionary points will move on 1 April 2002 to the first, second third or fourth discretionary scale point respectively on the new scale

2. Changes to the number of incremental points from Senior House Officer Practitioners

Senior House Officers

- practitioners who at 31 March 2002 had been paid on the top discretionary point of the SHO scale for more than twelve months should move on 1 April 2002 to the new maximum discretionary point
- those on the top discretionary point with less than twelve months service on that point should move to the new discretionary maximum on their normal incremental date